

PSOA - October 15, 2005  
PUBLIC SAFETY OFFICER II, STEP 6 - PROJECTED INCREASE  
(compares to Police Officer)

Current monthly top step salary: \$8,107.24

All costs shown in the array represent the maximum monthly agency costs or contributions for the respective benefit. Educational Incentive uses the highest contribution or the amount equivalent to a Bachelor's Degree.

				BENEFITS (Maximum Agency Contribution)														TOTAL COST
City	MOU Dates	Month(s) Salary Changes	Salary Effective Date	Top-Step Base Salary	City Paid EE PERS	EE PERS % Rate	EPMC %	EPMC \$	Medical	EAP	Dental	Life	LTD	Education Incentive	Uniform Allowance	Total Benefits Pay	Base Pay + Benefit Pay	
Sunnyvale (current)	07/01/97-06/30/06	July	07/07/04	8,107.24	729.65	9.00% a)	1.77%	143.50	515.00	in med	130.55	21.56	19.00	202.68	26.00 b)	1,787.94	9,895.18	
Sunnyvale (new)	07/01/97-06/30/06	July	07/07/05	8,336.08	750.25	9.00% a)	1.77%	147.55	515.00	in med	130.55	22.22	19.00	208.40	26.00 b)	1,818.97	10,155.05	
Concord	07/09/00-07/09/07	January	01/01/05	5,442	489.78	9.00%			967.29	5.80	160.81	22.20	37.55	544.20	66.67	2,294.30	7,736.30 *	
Richmond	07/01/04-06/30/07	July/January	01/01/03	6,278	0.00	0.00%			967.29	3.00	104.88	15.00	25.00	313.90	62.50	1,491.57	7,769.57 *	
San Mateo	09/19/99-08/26/06	August	08/28/05	6,229	560.63	9.00%			853.92	3.05	95.00	12.40	0.00	436.05	66.67	2,027.71	8,256.96 *	
San Jose	07/01/03-02/29/04	July	06/22/03	6,687	0.00	0.00%			767.14	21.62	93.48	2.98	0.00	501.53	56.25	1,443.00	8,130.00 *	
Fremont	07/01/99-06/30/06	July	06/26/05	7,020	0.00	0.00%			809.50	4.23	143.00	4.90	48.16	351.00	125.00	1,485.79	8,505.79	
Alameda	01/01/00-01/05/08	December	annualized	7,485	0.00	0.00%			1,119.00	3.15	in med	in med	n/a	200.00	87.00	1,409.15	8,894.56	
San Leandro	03/01/05-12/31/05	March	3/1/2005	6,565	590.85	9.00%			922.19	3.46	141.78	n/a	n/a	393.90	83.33	2,135.51	8,700.51	
Mountain View	06/16/01-06/30/07	June	07/01/05	7,475	0.00	0.00%			1,335.04	8.20	168.47	89.70	0.00	390.00	0.00	1,991.42	9,466.42	
Palo Alto	07/01/01-06/30/07	July	07/01/05	6,398	575.82	9.00%			1,690.47	2.75	189.56	14.01	0.00	479.85	37.33 b)	2,989.79	9,387.79	
Hayward	07/01/04-06/30/08	July	07/01/05	7,029	0.00	0.00%			1,690.47	4.72	123.86	n/a	n/a	527.18	36.67	2,382.89	9,411.89	
Santa Clara	012/21/03-12/16/06	December	12/19/04	8,117	0.00	0.00%			853.20	1.15	in med	5.85	0.00	0.00	50.00	910.20	9,027.20	
Milpitas	01/01/02-06/30/05	July/January	7/1/2004	7,962	0.00	0.00%			922.19	6.54	167.71	7.80	19.50	597.15	112.50	1,833.39	9,795.39	

Notes:

0.00

- a) amount to be used per MOU.  
b) PERSable figure only, not actually paid.

Hayward - salary effective 7/1/05 - no salary increase this year

Milpitas - contract expired 6/30/05; as of 10/14/05-still in negotiations

Richmond - Effective 1/1/05, employees begin paying 1/2 (4.5%) of the employee's share of PERS - Effective 7/1/05, and going forward employees will begin paying the remaining 1/2 of the employee's share of PERS. This will bring the total payment to 9% for safety employees. Effective 10/1/05, through June 30, 2006, employees will receive a monthly lump sum computed on their annual, PERSABLE salary. Note that this annualized amount will be paid out over 9 months; therefore, the monthly amount will be slightly larger than if paid out over 12 months. The lump sum will be equal to 3% for Safety employees

San Jose - contract still expired

San Leandro - salary effective 3/1/05 - no salary increase this year

Santa Clara - salary effective 12/19/04 - no salary increase this year based on survey

Salary Calculation Methodology Summary			
MOU Section			
10.6.2	Sunnyvale Current Total Compensation:		9,895.18
10.6.4	Average Total Compensation (excludes Sunnyvale and four lowest cities *):		9,148.69
10.6.5	Average Total Compensation + 11%:		10,155.05
10.6.6	Dollar difference between 10.6.5 and 10.6.2:		259.87
10.6.7	Express 10.6.6 as a percentage of 10.6.2:		2.63%
10.6.8a	Percentage to apply to Top-Step Monthly Salary so that 10.6.2 equals 10.6.5:		2.82%
		Old Rate	New Rate
	Hourly Salary	46.7725	48.0928
	Monthly Salary	8,107.24	8,336.08
	Annual Salary	97,286.88	100,032.98

ERWIN YOUNG, DIRECTOR OF HUMAN RESOURCES

DATE

DAVID PETER, PRESIDENT OF PSOA

DATE

FINAL

10/15/05